

# MC GOVERNANCE ANNUAL GOVERNANCE REPORT 2022-2023



MONTGOMERY COLLEGE



## THE PROMISE OF PARTICIPATORY GOVERNANCE SERVICE TO THE COLLEGE

- Focuses on the **mission** of the College.
- Seeks to promote **mutual success**.
- Invites **all members** of the College community to be heard.
- Keeps constituents **informed**.
- **Shares** representative **perspectives** with leadership.
- Emphasizes **communication, collaboration, and civility**.
- Ensures that **governance is a transparent** and evolving process.

# CONTENTS

|  |    |
|--|----|
| Executive Summary  | 3  |
| Special Thanks to the President,<br>Dr. Jermaine F. Williams | 5  |
| Evidence of Engagement with<br>Board of Trustees Meetings    | 6  |
| Evidence of Student Engagement                               | 7  |
| Governance and Council Goals                                 | 10 |
| Summary of Governance<br>Goals 2022–2023                     | 10 |
| Governance Website Enhancements                              | 18 |
| Governance Constituency Report                               | 18 |
| Governance Assessment  | 18 |
| Governance Moving Forward                                    | 22 |
| Thank You to Exemplary Leadership                            | 22 |
| Governance Outcomes 2022–2023                                | 24 |



Governance's positive impact could be seen throughout the year at events such as Mobile Market, the Mental Health Fair, Governance Meet and Greet, and Staff Enrichment Day.

# MC GOVERNANCE 2022–2023

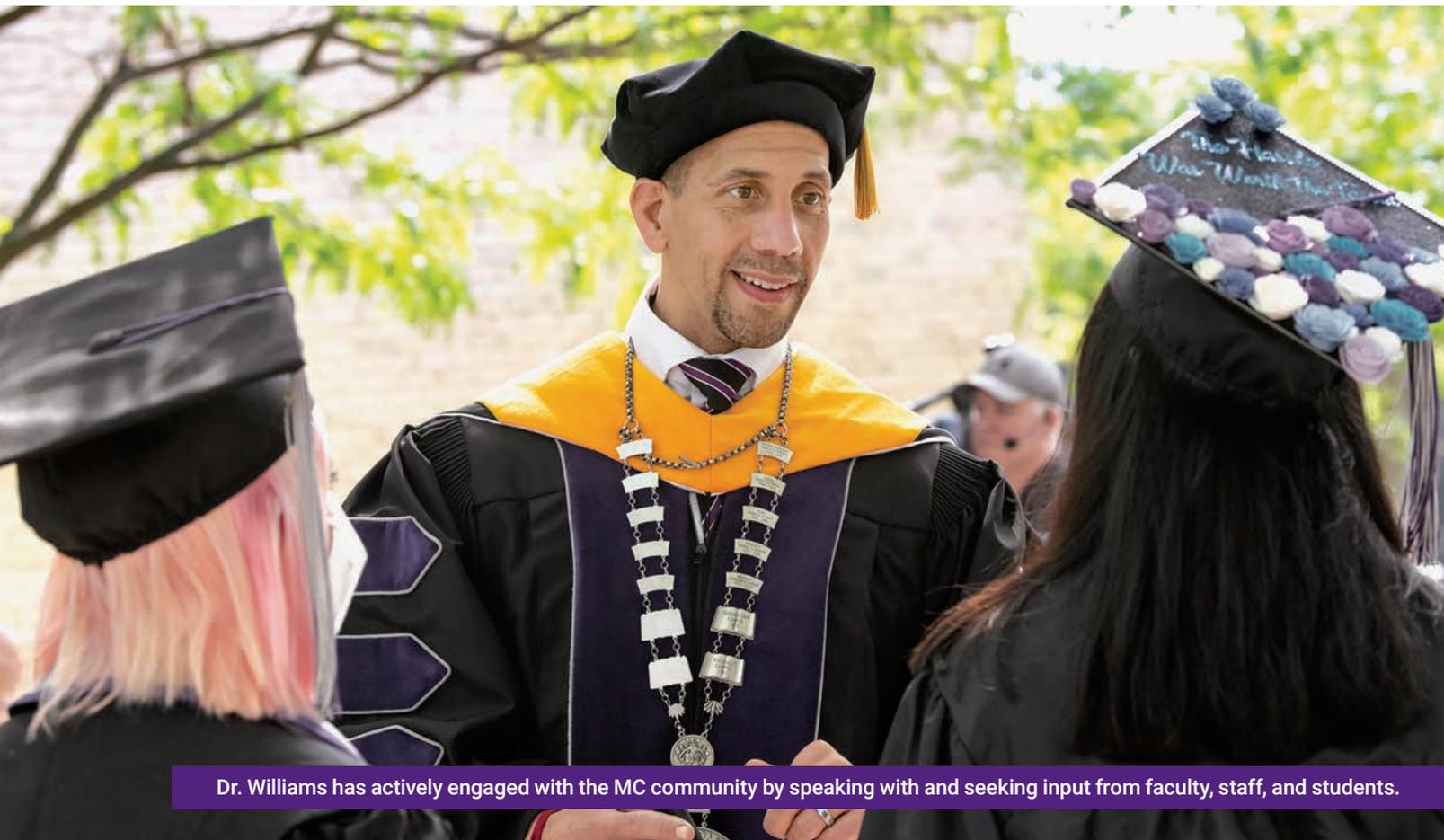
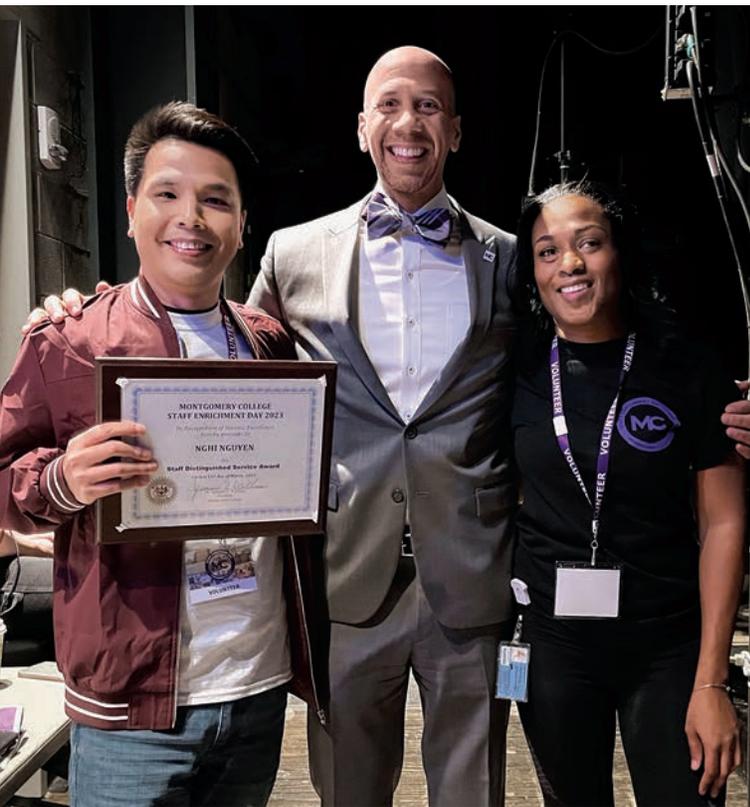
## Executive Summary

The promise of participatory governance is service to the institution. The 2022–2023 governance year fulfilled its promise by aligning with the College’s major initiatives and adding value to institutional improvements. Participatory governance was true to its theme of *helping to create institutional transitions and transformations for student success*. This report highlights our accomplishments throughout the year, as indicated by the list below. This academic year governance:

- Represented on the President Selection Committee by several governance members
- Engaged in welcoming and greeting the College’s 11th President, Dr. Jermaine F. Williams
- Served as speakers and participants at the president’s inauguration (faculty, administrators, staff, and College Council chairs)
- Participated as a College Council in a Truth and Racial Healing Transformation Circle
- Participated in the Equity and Inclusion Friday Book Club
- Partnered with the Data Asset Management Project to facilitate discussions on MC Data Governance
- Held a successful Staff Enrichment Day
- Held a successful governance nomination and election process
- Held two student panel discussions at College Council meetings
- Attended monthly Board of Trustees meetings by College Council chairs
- Co-sponsored Mental Health Fair activities on all three campuses
- Increased Mobile Market attendance by governance council participation
- College Council chair co-chaired the Presidential Transition Advisory Committee (PTAC)
- Participated as members of the Strategic Plan Advisory Refresh Committee (SPARC)
- Participated in a donor thank-you reception for their contributions to the College
- Submitted 72 interested person names to the SVPAA Selection Committee
- Developed governance website enhancement
- Participated in the HRSTM bi-monthly orientation of new employees by providing a governance presentation



Governance council chairs participated in a thank you reception for elected officials.



Dr. Williams has actively engaged with the MC community by speaking with and seeking input from faculty, staff, and students.



### **Special Thanks to the President, Dr. Jermaine F. Williams**

We acknowledge Dr. Jermaine F. Williams for his continued and active engagement with participatory governance. He attended numerous College Council meetings and visited all 12 councils several times during the first year of his presidency. He adjusted his calendar to attend governance meetings and made a point to share his agenda and priorities for the College. He provided insight on his vision, solicited questions, and shared his passion for the success of all students. We thank Dr. Williams for embracing participatory governance and for using this process to solicit and gather input from all College constituents.



## Evidence of Engagement with Board of Trustees Meetings

The Board of Trustees invited the College Council to their November meeting as part of their Conversations with Constituents series. The topic of discussion for the evening was the Strategic Plan Refresh, A Conversation About MC's Future.

Another example of governance engagement this year was the attendance of the governance chairs at monthly Board of Trustees meetings. As part of governance professional development opportunities, we encouraged the chairs to observe firsthand the working of the College's governing board. Chairs volunteered to attend a Board of Trustees meeting and provide an observation report to the College Council. We want to thank the chairs for observing these meetings and providing a follow-up report to the College Council.

## Governance Chairs at Monthly Board of Trustees Meetings

| Meeting Date | Council Chair    |
|--------------|------------------|
| September 19 | Jamin Bartolomeo |
| October 17   | Katie Goldstein  |
| November 14  | Rabbee Awan      |
| December 12  | Beth Reilly      |
| January 25   | Dana Baker       |
| February 20  | Joe Marshall     |
| March 22     | Dana Baker       |
| April 15     | Paul Miller      |



The College Council after a Board of Trustees conversation with governance.

## Evidence of Student Engagement

Again this year, the College Council invited students to engage in conversations in order to hear their voices and concerns. There were two conversations with students, one in the fall semester and one in the spring semester. These rich exchanges foster connections and a sense of belonging with our students, senior leaders, and the College community. These conversations focus on critical issues students face. Below are the students who participated and summaries of their conversations are on the next page.



| Student Participants   |  |
|--|--|
| Fall 2022  | Spring 2023  |
| <p><b>Fatouma Ibrahim Abdouss</b><br/>WDCE GED student<br/>student leader</p>                        | <p><b>Jalisa Alfaro</b><br/>diagnostic medical sonography major<br/>MC soccer player</p>   |
| <p><b>Magdaline Agyare</b><br/>general studies major<br/>FYE student ambassador</p>                  | <p><b>Jean-Claude Lokonon</b><br/>biological science major<br/>student senator</p>   |
| <p><b>Trinity Fuentes</b><br/>nursing major<br/>Student Senate<br/>senator at large</p>              | <p><b>Hannah Manalang</b><br/>general studies STEM core pre-nursing<br/>Student Senate president</p>                               |
| <p><b>Andres Javitt</b><br/>business major<br/>student athlete (men's soccer team captain)</p>       | <p><b>Gerald Ndawula</b><br/>computer science major<br/>student activities board member</p>  |
| <p><b>Luiz Mata Lopez</b><br/>computer science major<br/>STEM ambassador<br/>Renaissance Scholar</p> | <p><b>Rishi Nixon</b><br/>mathematics major<br/>secretary for the Operational Service Council<br/>STEM ambassador staff writer</p> |
| <p><b>Carolina Yupari</b><br/>business major<br/>student senator</p>                                 | <p><b>Ingrid Santos</b><br/>interior design major<br/>FYE program<br/>Student Art League club member</p>                           |



By maintaining an open dialogue with its students, the College can determine how to better address their needs.

| Student Conversation Summaries  |  |
|---|--|
| Question  | Responses  |
| <p><b>What has been your experience transitioning back in person at Montgomery College post-pandemic?</b></p> | <ul style="list-style-type: none"> <li>• It has been great.</li> <li>• I love it.</li> <li>• The transition was pretty smooth.</li> <li>• The transition was good.</li> <li>• In-person classes are preferred.</li> <li>• Happy to switch back to in-person classes.</li> </ul>  |
| <p><b>What has been a challenge and what has helped with the transition?</b></p>                              | <ul style="list-style-type: none"> <li>• Some in-person classes are more difficult because you can review notes more when you take online classes.</li> <li>• The challenge is balancing personal, work, and academic responsibilities.</li> <li>• It was much easier to take classes online.</li> <li>• Reconnecting in person with other students has been challenging since things were virtual for so long.</li> <li>• Participating in Student Senate and MC Leads has helped a lot.</li> </ul> |

## Student Conversation Summaries (continued)

| Question  | Responses  |
|---|--|
| <p><b>What are your thoughts on Montgomery College’s website and communication?</b></p>   | <ul style="list-style-type: none"> <li>• Montgomery College’s website is helpful, though it is very overwhelming, especially for new students, with numerous tabs and so much information.</li> <li>• Sometimes it was hard to sign up for classes, and the website was confusing.</li> <li>• The information on social media is very good—mainly Instagram.</li> <li>• The programs produced by MCTV are very professional.</li> </ul>  |
| <p><b>What is your favorite thing about Montgomery College?</b></p>   | <ul style="list-style-type: none"> <li>• Students celebrate the faculty.</li> <li>• The faculty look out for you and give you opportunities that can change your life.</li> <li>• The teachers are extremely helpful, and they challenge you to do your best.</li> <li>• The faculty, staff, MC Leads, and close relationships with other students make it feel like a family.</li> <li>• Students creating a family here is the key to success with classes, sports, and the professors—the environment is very helpful, and there are so many positive things.</li> </ul>  |
| <p><b>How can Montgomery College best prepare students to enter Montgomery College?</b></p>                                     | <ul style="list-style-type: none"> <li>• Montgomery College should give each student a designated advisor and provide a semester check-in. Students can work with their advisors to see if their plans for the semester are aligning with their educational or career goals and review what was learned during the fall or spring semester.</li> <li>• Montgomery College should have a mandatory orientation course for incoming students.</li> <li>• International students should have an introductory meeting to provide general information about the College’s programs.</li> <li>• Bring back first-year seminars. In addition, Montgomery College should make enrollment easier for home-schooled students entering as Dual Enrollment or Early College students.</li> </ul> |
| <p><b>How can Montgomery College best prepare students to complete their program, degree, or certificate?</b></p>               | <ul style="list-style-type: none"> <li>• Montgomery College should have an information session to share student resources for areas such as scholarships and financial aid.</li> <li>• Better market universities students can transfer to, give more announcements about spring and summer registration dates, and provide more guidance when students are selecting courses for their major.</li> <li>• Have online and in-person workshops at the beginning of each semester to discuss SMART goals.</li> <li>• Help student-athletes with online and in-person tutoring. Provide information about available programs.</li> </ul>  |
| <p><b>How can Montgomery College best prepare students to move toward their future after they leave Montgomery College?</b></p> | <ul style="list-style-type: none"> <li>• Montgomery College should emphasize the Alumni Association to help students with internships and to help students with finding jobs on campus or with other organizations.</li> <li>• Have workshops with four-year universities and have advisors available to answer questions regarding credit transfer.</li> <li>• Montgomery College should advertise itself more on different media platforms.</li> </ul>   |

## Governance and Council Goals

Each council is responsible for completing goals using the SMARTIE goal framework (specific, measurable, action-oriented, relevant, time-bound, inclusive, and equitable).

Each goal should align with various critical institutional initiatives. Primarily, the goal foci were to increase food security by volunteering at Mobile Market events and participating in and sponsoring campaigns for mental health awareness.

## Summary of Governance Goals 2022–2023

| College Council  |   |
|--|---|
| Goals  | Accomplishments   |
| <p><b>Goal 1: Support the inclusion of mental health activities at MC and encourage the prioritization of mental health awareness and initiatives across the MC community.</b></p> <p><b>Goal 2: Help advance and support improvements to MC food insecurity and Mobile Market events.</b></p> | <p>Each week, one of the co-chairs of the College Council sent a collegewide email with a positive mindfulness quote. The College Council collaborated with several councils to create collegewide mental health activities and events. At the Germantown Campus, the Student Council created an event called Donut Stress that featured counselor and advisor Brenda Crist, who introduced the concept of mindfulness. Afterwards, students engaged in hands-on activities to relieve stress. The Takoma Park/Silver Spring and Rockville Campuses each had sponsored IMALIVE Mental Health Fairs. These fairs were fun, interactive, and educational four-hour events that brought awareness to mental health and suicide prevention. The WDCE council created a QR code for students to locate resources online, which we will use around the College.</p> <p>Concerning food insecurity, the Germantown, Rockville, and WDCE councils adopted Mobile Market and volunteered to help distribute food throughout the school year. Staff Council aimed to collect food on all campuses to help support the College’s food pantries. It provided food collection boxes to all three of the College’s campuses, Central Services, and WDCE. A team was created to collect and distribute food to food pantries at each campus.</p> |

| Administrator Council  |  |
|--|--|
| Goals  | Accomplishments  |
| <p><b>Goal 1: Administer and assess the New Administrator Onboarding Assessment Survey to better understand the needs of new College administrators.</b></p> | <p>The Administrator Council administered the New Administrator Onboarding Assessment Survey in fall 2022. A top-level review of the survey information revealed that new administrators required additional onboarding support in the following areas: 1) Budgeting and procurement processes, 2) Collective bargaining, 3) Recruitment, retention, and hiring processes, 4) Workday, and 5) Policies and Procedures. The survey also indicated that administrators would benefit from having an assigned mentor from within their institutional division. The council contacted ELITE and HRSTM to discuss how these topics and onboarding tools could be incorporated into hiring and professional development opportunities.</p> |



From top to bottom, left to right, the members of the Administrator Council are Cassandra Jones, Jamin Bartolomeo, Shinta Hernandez, Steven Greenfield, Clevette Ridguard, Chevelle Glymph, Terrence Evelyn, Carmen Poston-Farmer Travis, and Akima Rogers.

From top to bottom, left to right, the members of the Student Council are Hollis Zimmerman, Swechchha Shrestha, Damaris Nna Essame, Zachary Mindheim, Clevette Ridguard, Emily Tran, Khang Tran, Daniel Geneti, Tiana Trinh, Jakerria Hatcher, and Alisha Small.



## Faculty Council

| Goals   | Accomplishments   |
|---|---|
| <p><b>Goal 1: Provide opportunities to support faculty mental health needs and engagement. Help create a sense of belonging and build community.</b></p> <p><b>Goal 2: Support the College's efforts to increase students' persistence.</b></p> | <p>The Faculty Council (FC) co-sponsored mental health activities on the Rockville Campus. The Faculty Council co-chair sent a collegewide mental health email each Monday during the academic year. FC invited speakers to address student persistence and worked with ELITE on a project related to this concern. The council invited speakers to inform faculty about Chat GPT (AI) and held a data asset management discussion about student performance data. Bi-monthly reports from standing committees, the Collegewide Curriculum Committee, the General Education Committee, and the Academic Regulations Committee were heard.</p> |

## Staff Council

| Goals  | Accomplishments  |
|--|--|
| <p><b>Goal 1: Increase outreach, awareness, and participation in Staff Council.</b></p> <p><b>Goal 2: Collect food for food pantries at all three campuses to address food insecurity.</b></p> | <p>The Staff Council posted council members' names, council members' photos, and a QR code to the governance page on digital signage across all campuses. The council revamped the staff council meeting announcement/newsletter email layout and contents. To address food insecurity, staff brought hundreds of food and hygiene donations to on-campus food pantries. Staff and faculty were asked to write messages of encouragement and inspiration to students on colorful cutout hearts. These messages were then distributed to students through the Office of Student Affairs at each campus and included in care packages and hygiene products distributed from the SHaW Center.</p> |

## Student Council

| Goals   | Accomplishments  |
|---|--|
| <p><b>Goal 1: Support students and community members who face food insecurity by volunteering at Mobile Market events.</b></p> <p><b>Goal 2: Support activities on all three campuses related to mental health awareness at MC.</b></p> | <p>The Student Council participated in mental health activities at all three campuses and volunteered monthly at Mobile Market events. The council engaged in conversation with Metz Culinary Management and prepared a list of concerns that are being addressed.</p> |

## Germantown Campus Council

| Goals   | Accomplishments   |
|---|---|
| <p><b>Goal 1: Partner with at least one MC group in the fall and one in the spring to provide needed resources and support for our students.</b></p> <p><b>Goal 2: Rebuild community among those on campus and reconnect with constituents.</b></p> | <p>The Germantown Council volunteered regularly at Mobile Market events, partnered with Student Life for “Fun in the Park” (baseball game), and co-sponsored pre-inauguration events at the Germantown Campus. The council also invited two students to each council meeting to engage with council members and to share their student experiences and needs.</p> |

## Takoma Park/Silver Spring Campus Council

| Goals  | Accomplishments   |
|--|---|
| <p><b>Goal 1: Help facilitate students’ integration into the campus community and foster their academic success by identifying campus barriers and promoting available resources.</b></p> <p><b>Goal 2: Improve and streamline communications to make information more easily accessible and to empower employees to support students more successfully.</b></p> | <p>The Takoma Park/Silver Spring Council strategically invited colleagues who are new to MC or new to their roles that provide lesser known or new services. Examples of these efforts include a briefing from Kristen Roe, director of ADA compliance and Title IX coordinator, on ADA and Title IX compliance as well as information on the use/access of lactation facilities for nursing students/employees; an information session about the Social Resource Program from Katharine Campos and Kayma Freeman; representatives from the SHaW Center; an overview of resources available for parenting students from Ja’Bette Lozupone, director of student affairs; and a presentation about enrollment management strategies from Dr. Kimberly McNair, interim associate SVP of strategic enrollment management. The council suggested improvements to the Takoma Park/Silver Spring Campus’ Facilities Department regarding campus safety, food services, and general (ADA) facilities issues and regularly volunteered at Mobile Market events. The council chair toured the group fitness facility available to students and employees at the Takoma Park/Silver Spring Campus.</p> |

## Rockville Campus Council

| Goals   | Accomplishments   |
|---|---|
| <p><b>Goal 1: Support the MC Votes initiative.</b></p> <p><b>Goal 2: Engage in efforts to better promote activities at the Rockville Campus.</b></p> <p><b>Goal 3: Facilitate a campus event relating to a mental health topic.</b></p> | <p>The Rockville Campus Council had an MC Votes guest speaker at the October 2022 meeting. It was agreed that the 2023–2024 Rockville Campus Council should consider beginning work on a video to promote MC Votes in spring 2024 so it is ready for the November 2024 election. Also, the council had the social media marketing specialist provide an overview of the College’s communications, social media, and best practices for advertising events. After this presentation, a sub-group formed and spent the year developing a communications tool kit for the Rockville Campus community to utilize. In addition, the council worked the entire year to organize a mental health fair on the Rockville Campus. Over 1,500 students on the Rockville Campus interacted with 10 table activities, including Graffiti Art, Fact or Fiction, Share a Secret, Brain Facts, SHaW Center, Student Art League, MC Health and Human Services, Rockville Counseling, Montgomery County Crisis Center, and MC Student Life. This event was part of a collegewide effort to hold mental health awareness events on every campus.</p> |



From top to bottom, left to right, the members of the Takoma Park/Silver Spring Campus Council are Charmaine Weston, Alice Santoro, Fenet Degemu Shertaga, Jeff Chuang, Diana Benson, Jeri Gresham, Tonya Seed, Jonathan Colson, Marian Graham, Yvette Taylor (governance office staff), Chinyere Akaigwe, and Khanh Vuong.

From top to bottom, left to right, the members of the Workforce Development and Continuing Education Council are Natasha Sacks, Anna Donohoe, Emma Wilson, Transcie Almonte-Sabio, Rabbee Awan, MJ Park, Naomi Darenblum, Zoila Marroquin, Dorothy Umans, Walter Lange, Nadir Zeblah, and Vathany Say.



## Workforce Development and Continuing Education Council

| Goals   | Accomplishments   |
|---|---|
| <p><b>Goal 1: Inform and increase understanding/outreach among the College’s internal and external constituencies on the range and depth of WDCE’s programs.</b></p> <p><b>Goal 2: Promote mental health awareness among WDCE students, faculty, and staff and support the College Council’s inclusion of mental health activities at MC.</b></p> | <p>The Workforce Development and Continuing Education Council created a DREAM ACHIEVE THRIVE flyer and a mental health resources flyer and participated in the Mental Health Fair at the Takoma Park/Silver Spring Campus. The council also produced an online resource for students using an innovative Padlet tool. This resource serves as a hub for mental health information. Visit <a href="https://tinyurl.com/WDCEspring2023Resources">https://tinyurl.com/WDCEspring2023Resources</a> to access the Padlet resource.</p> |

## Employee Services Council

| Goals   | Accomplishments   |
|---|---|
| <p><b>Goal 1: Interview a constituent of the MC community to better capture and understand the needs of all employees as we evolve and transform into a post-pandemic institution.</b></p> <p><b>Goal 2: Partner with HRSTM to create an employee resource that captures all support services and ways for all employees to engage with the MC community.</b></p> | <p>Employees Services Council (ESC) members engaged in open and meaningful conversations with employees to learn about their experiences, needs, and aspirations within the College community. These interactions helped build trust and connection between the ESC and the College’s employees, fostering a collaborative environment where everyone felt valued and heard. The ESC created a comprehensive Pressbook that became an invaluable tool for Montgomery College employee engagement and student support.</p> |

## Operational Services Council

| Goals   | Accomplishments  |
|---|--|
| <p><b>Goal 1: The council will develop a website and a quick reference PDF with the mental health resources available at the College.</b></p> <p><b>Goal 2: Develop quick reference sheets explaining the services provided by OIT and Public Safety.</b></p> | <p>The Operational Services Council improved the search engine function on MC’s website for the words “mental health”. None of the College’s staff and student mental health resources were included on the first page of the search results. A quick link was added to the top of the search results that pointed to the Student Health and Wellness (SHaW) Center’s page on mental health. Also, IT and mental health experiences were shared with Carla Ammerman, manager of employee development and engagement, for the common employee experience.</p> |

| Student Services and Success Council   |   |
|--|---|
| Goals  | Accomplishments   |
| <p><b>Goal 1: Highlight and increase awareness of specific College resources through advertising campaigns to communicate with students. Select five areas to focus on and develop ways to raise awareness: counseling and advising, SHaW Center, financial aid, ATPA, and library resources.</b></p> <p><b>Goal 2: Recommend areas and create one-pagers that faculty can distribute in classes and other support services areas.</b></p> | <p>The Student Services and Success Council aimed to highlight college resources and share more information through an advertising campaign to communicate with students. The identified focus areas were Counseling and Advising, Financial Aid, MC Library, Achieving the Promise Academy, and the Student Health and Wellness Center for Success. The council accomplished this goal by obtaining one-pagers and additional resources from each area and sending them collegewide to faculty, staff, and students.</p> |

| Academic Services Council  |   |
|--|---|
| Goals  | Accomplishments   |
| <p><b>Goal 1: Make College registration more equitable and inclusive.</b></p> <p><b>Goal 2: Establish a collegewide repository for department chairs to share information.</b></p> | <p>The Academic Services Council (ASC) invited the director of IT applications and web services, the director of enrollment services, and the College registrar to discuss how College registration can be made more equitable and inclusive. An investigation is ongoing and may result in a governance recommendation in the future. Using Microsoft Teams, the ASC developed a repository of College information that the chairs would need. A council member, who is an academic chair, took the lead on this project and provided updated materials as needed. Additional resource information was added to the Teams folders for the chairs' use.</p> |

**Governance Website Enhancements**

Two major enhancements to the governance website were made this academic year. A calendar of governance Zoom meeting links for each council meeting was added to the Governance Council webpage, making it easy for all College employees and students to access council meetings. In addition, a nominations and elections webpage was added. This webpage includes details and videos about the nominations and election process and a PowerPoint presentation with additional information for the College community.

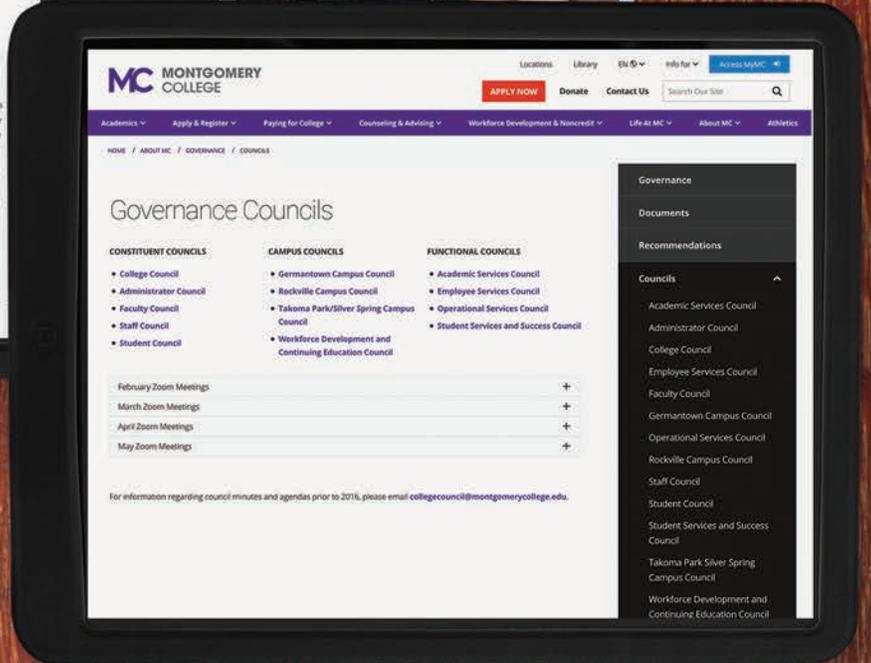
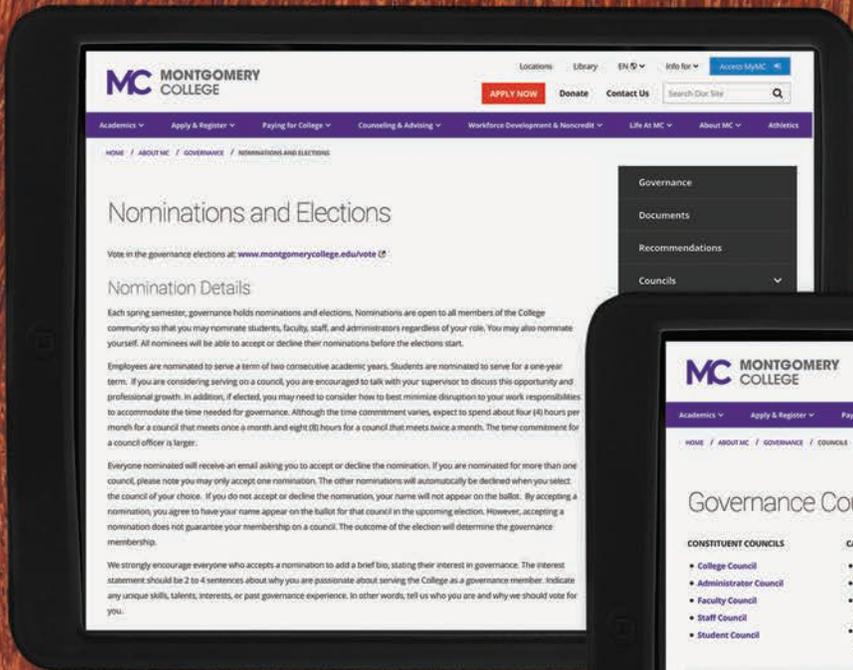
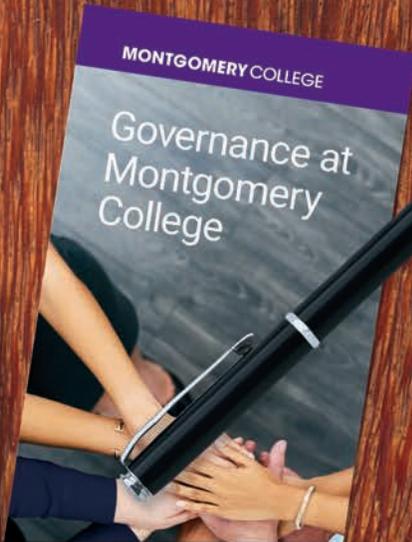
**Governance Constituency Report**

We collected and addressed 129 constituency concerns. Constituency concerns that are specific to certain campus

concerns and facilities issues, certain constituency groups, and certain questions that can be answered using existing resources and referrals to appropriate offices are considered closed. Of the 129 concerns, we are monitoring about 20 that are still pending and will be addressed this coming academic year. Each council is responsible for tracking these concerns and reporting back to their constituency regarding the concern resolution.

**Governance Assessment**

We conduct governance assessment by soliciting input and assessments from the council officers and the whole council membership. Routinely, we conduct assessments three times a year; 1) after Professional Week orientation training at the beginning of the fall semester, 2) assessments



New additions to the governance website have made it easier for the College community to participate.

with the governance officers, and 3) a survey of all governance members at the end of the spring semester. These assessments inform governance of the focus of our goals, governance process enhancements, and how governance positively impacts our students and community. A summary of governance feedback is as follows:

The participatory governance system at the College has proven effective in promoting collaboration, inclusivity, and understanding of institutional operations. Participants appreciate its potential for positive change, networking, and learning opportunities.

Regarding the workings of MC participatory governance, participants acknowledged the structure, organization, and ability to voice their thoughts and proposed improvements. The ease of conducting Zoom meetings and flexibility in meeting times were significantly praised. Members appreciated the chance to work with colleagues

across disciplines, contributing to various projects and initiatives. Many respondents expressed satisfaction in shaping College policies and activities, engaging with their constituents, and learning about different areas within the College. Some members particularly enjoyed representing their groups and participating in decision-making processes.

The members' learning experience through governance involvement showcased appreciation for the College's diverse activities, commitment to constituent concerns, and extensive student support systems. Insight into the decision-making process and strategic planning was also noted. Lastly, the surveys revealed a positive perception of MC's participatory governance process. Council members appreciated the opportunity to learn, engage, and make a difference in the College's operations. Yet, institutional change's complexity and slow pace were recurring themes that could be further explored for improvement.

**"I would like to hear more about the College's legislative priorities and any advocacy we can do to help the College achieve its objectives."**

**—Governance member**

**"It's a well-organized and open process with lots of encouragement for people to participate."**

**—Governance member**

**"The College's president seems to support the idea of participatory governance....he has made it a point to join meetings when his schedule allows."**

**—Governance member**

**"[Governance provides] a space to share what works and what can be improved and a pathway to do so."**

**—Governance member**

**Assessment  
Comments**

## Feedback Received from Governance Assessments

| Question  | Responses  |
|---|--|
| <p><b>What works well with MC participatory governance for you?</b></p>                               | <ul style="list-style-type: none"> <li>• The existence of a space to share what works and what can be improved and a pathway to do so.</li> <li>• It's a well-organized and open process with lots of encouragement for people to participate.</li> <li>• It's excellent that senior members of the president's leadership team often speak with us. I really appreciate that we are able to hear directly about the College's operations and ask questions.</li> <li>• The structure in place is helpful: a set number of meetings, clearly identified roles, setting goals, etc.</li> <li>• The collegiality of the people in governance works well with activities developed to build those relationships. The ground-up process works well. Bringing concerns forward that need addressing also works well.</li> <li>• I appreciate the opportunity to engage with others and to understand what is happening in other units.</li> </ul> |
| <p><b>What have you learned about the institution as a result of your governance involvement?</b></p> | <ul style="list-style-type: none"> <li>• Change moves very slowly!</li> <li>• Governance is an additional support system everyone can reach out and have access to.</li> <li>• The College's president seems to support the idea of participatory governance. I appreciate that he has made it a point to join meetings when his schedule allows.</li> <li>• I learned that you can attend College Council if you want direct contact with senior administration.</li> <li>• I have learned much about the College's decision-making process, position in the community, and internal structure.</li> <li>• I learned that many good people are working to move the College forward. Sometimes leadership uses governance to push initiatives down through the organization.</li> </ul>  |
| <p><b>What suggestions do you have for governance improvements?</b></p>                               | <ul style="list-style-type: none"> <li>• I wish more people would be involved in governance.</li> <li>• More cross-council events could improve collaboration between us—especially for functional and constituent councils.</li> <li>• Better tracking of concerns.</li> <li>• I would like to hear more about the College's legislative priorities and any advocacy we can do to help the College achieve its objectives.</li> <li>• More surveys throughout the year.</li> <li>• Share some of each council's accomplishments at collegewide meetings.</li> </ul>   |



Governance council chairs participated in a Truth and Racial Healing Transformation Circle.

## Governance Moving Forward

One of the critical tenets of the promise of governance is to ensure that governance is a transparent and evolving process. We are diligently examining and reexamining our process to evolve and add value in supporting excellence and collaboration that aligns with institutional priorities. As governance moves forward, we plan to focus on the following:

- Encouraging employees to complete the upcoming Governance Competency Badging
- Developing new ways to engage all College constituencies with a sense of belonging
- Addressing the results of the climate survey (My Voice My MC) related to governance
- Aligning governance activities with the strategic plan goals and aspirational transformations
- Engaging many more employees in participatory governance

## Thank You to Exemplary Leadership

The commitment and dedication to participatory governance are unmatched by the leadership of College Council Chair Kimberly Jones, College Council Vice Chair Shakenna Adams-Gormley, and College Council Secretary Katie Goldstein—special thanks to Yvette Taylor, executive associate of the Governance Office. The chairs of each council should be recognized for their commitment to participatory governance in leading their councils and managing the business of governance. Indeed, a word of thanks to all the vice-chairs and secretaries as well. No two years of governance are alike; however, the chairs bring their best selves each year to make this process meaningful to the institution.

| Council  | Council Chair   |
|--|---|
| College Council  | Kimberly Jones  |
| Academic Services Council                              | Shakenna Adams-Gormley  |
| Employee Services Council                              | Paul Miller   |
| Operational Services Council                           | Joe Marshall  |
| Student Services and Success Council                   | Sergio Washington   |
| Administrator Council                                  | Jamin Bartolomeo  |
| Faculty Council (co-chairs)                            | Dana Baker and Jon Pointer                                      |
| Staff Council  | Beth Reilly (fall semester)<br>Matthew Wilson (spring semester) |
| Student Council  | Swechchha Shrestha  |
| Germantown Campus Council                              | Amanda Darr   |
| Rockville Campus Council                               | Katie Goldstein   |
| Takoma Park/Silver Spring Campus Council               | Alice Santoro   |
| Workforce Development and Continuing Education Council | Rabbee Awan   |



From left to right, council chairs Kimberly Jones, Dana Baker, Jon Pointer, Beth Reilly, and Jamin Bartolomeo.

# GOVERNANCE OUTCOMES 2022–2023



Governance increased its outreach and awareness by utilizing digital signage across all three campus.

“It’s excellent that senior members of the president’s leadership team often speak with us.”

—Governance member

“I wish more people would be involved in governance.”

—Governance member

“I learned that many good people are working to move the College forward...leadership uses governance to push initiatives down through the organization.”

—Governance member

Governance assessments reveal a positive impression of MC’s participatory governance process.



1,577

Votes in the 2023 governance elections



14

Governance members on the Presidential Transition Advisory Committee



60+

Mental health Monday Morning Boost email messages sent collegewide



2,000

Students engaged in Mental Health Fair activities co-sponsored by governance



129

Constituency concerns presented to governance councils



400

Staff participated in Staff Enrichment Day sponsored by governance



150

Active participants in participatory governance annually



72

Interested person names submitted to the senior vice president for academic affairs selection committee



16

Governance College Council members participated in a Truth and Racial Healing Transformation Circle



21

Governance members as part of the Strategic Plan Advisory Refresh Committee



50+

Governance members participated in Mobile Market events



**MONTGOMERY COLLEGE**

[montgomerycollege.edu/about-mc/governance](http://montgomerycollege.edu/about-mc/governance)